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MANITOBA'S TRUCKING INDUSTRY RESEARCH REPORT

Program and Policy Options for Recruitment, Training and Retention of Professional Truck Drivers Report

The Manitoba Trucking Association commissioned MNP on behalf of the Manitoba government and trucking industry stakeholders to conduct an independent, whole-of-industry research project to identify trucking sector workforce challenges and solutions related to recruitment, training and retention.

Research activities included:

- Comprehensive stakeholder consultations with the Manitoba Trucking Association, the Manitoba government, Manitoba Public Insurance, truck drivers, trucking sector companies and training providers.
- Examination of recruitment, training and retention approaches across North America including an in-depth jurisdictional review of best practices in British Columbia, Alberta, Saskatchewan, Ontario and Quebec.

The resulting *Program and Policy Options for Recruitment, Training and Retention of Professional Truck Drivers Report* identified several program and policy recommendations to enhance the recruitment, retention and training of truck drivers in Manitoba.

Some key recommendations include:

- Streamlining the regulatory oversight of training.
- Improving recruitment by addressing barriers that limit industry participation by women, Indigenous Peoples and youth.
- Increasing resources for enforcement of truck driver training standards.
- Limiting the number of driver licensing testing attempts before mandatory re-training is required.
- Reviewing and evaluating Mandatory Entry-Level Training (MELT) and Private Vocational Institution (PVI) programs and curriculum standards to improve training and testing outcomes.
- Developing leading-practice education resources for employers on diversity, equity and inclusion, and other retention strategies for those who choose professional truck driving careers.

Streamlining Regulatory Oversight of Truck Driver Training

The Manitoba government is taking immediate action to implement a key recommendation from the report that will consolidate all regulatory oversight of truck driver training under a single organization that will oversee training and quality standards, improve compliance and simplify auditing and oversight processes.

Currently, Manitoba provides truck driver training through two streams: MELT safety training and PVI-delivered safety and occupational training, each of which are separately regulated by the Drivers and Vehicles Act and Private Vocational Institutions Act, respectively. Each stream has a different regulatory oversight framework, curriculum and standards.

Streamlining and consolidating the oversight of training within a single regulatory body will enhance driver and public safety, improve training provider compliance and better position the government to respond to industry needs and act on other recommendations outlined in the report.